

IV. Recruitment

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration in filling job vacancies, we will utilize the following recruitment procedures:

- (1) We will deal only with employment services, including state employment agencies, which refer job candidates without regard to their race, color, religion, national origin, or sex.
- (2) If we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with significant minority and female enrollments.
- (3) When utilizing media for recruitment purposes, help wanted advertisements will always include a notice that we are an Equal Opportunity Employer and contain no indication, either explicit or implied, of a preference for one race, color, religion, national origin, or sex over another.
- (4) We will encourage employees to refer qualified candidates for existing and future job openings without regard to their race, color, religion, national origin, or sex.

V. TRAINING

Station resources and/or needs are such that we are unable to plan at this time to institute specific programs for upgrading the skills of employees.

If we provide on-the-job training to upgrade the skill of employees, such training will be made available on the basis of station needs and candidate aptitude without regard to race, color, religion, national original origin, or sex.

Should we provide assistance to students, schools, or colleges, programs will be designed to enable all persons to compete in the broadcast employment market on an equitable basis.